

Abstract

The Agreements on Work Performed Outside of Employment

The aim of my thesis was to summarize the current and former legislation of legal relations established by the Agreements on Work Performed Outside of Employment. I focused my work on private law legislation, especially on the area of labour law and also on the public law legislation, such as social security law and tax law. By using the analytical method of research of the above mentioned, I concluded to what extent is such institute still needed and what possible changes shall the legislator consider to reflect the best the current needs of the society.

To examine the legal situation, it was necessary to summarize the relationship between civil and labour law and also to define certain terms closely related to the institute of Agreements on Work Performed Outside of Employment in the first and second part of my thesis. Such terms include especially the notion of dependent labour and dependent activity as well as the notion of employment itself. The next part of my work discusses the history of legislation of both types of the Agreements on Work Performed Outside of Employment. The fourth part of the thesis deals with the analysis of the up to date legislation governing this institute. Finally the work also refers to application problems that come with the legal relations based on the Agreements on Work Performed Outside of Employment.

On the grounds of the above mentioned, I subsequently suggested how the current legislation should be amended to become even more effective in practice. Such proposal included the cancelation of the Agreements on Work Performance while increasing the chargeable income that constitutes the compulsory involvement in the social security system in the case of the Agreements on Work Activity at the same time. In other respects, I believe that the current legislation of the legal relations based on the Agreements on Work Activity is appropriate and effective.